

# Everyone showed up

## PG&E Clerical Bargaining

**C**lerical bargaining at PG&E? Think of it as a party where everybody showed up.

Clerical members mobilized big time for this year's contract negotiations at Pacific Gas & Electric, and over the next few weeks they will have the final say on a tentative agreement that reflects their hard work.

Ballots will be mailed on Nov. 22 for a Clerical contract package that raises wages for everyone, enhances funeral leave, improves bidding and demotion rights, and provides access to bonus vacation for part time workers.

Company proposals for contracting out? Gone. Proposals for two-tier wages? Gone.

**Ballots will be  
counted Dec. 14**

"Last year, when we were hearing a lot of talk about steep wage cuts for Clerical employees, we weren't sure we'd be able to hold the line," said Business Manager Tom Dalzell, who personally led the union's negotiating team. It didn't help that the California economy was—and remains—in the toilet, and that workers everywhere are having a hard time merely holding on to what they have.

"But Clerical members made the decision to get involved in these negotiations and that really changed the dynamic at the bargaining table," said Dalzell. "The members truly had our back."

Workplaces from Fresno to Sacramento to Stockton to San Jose and beyond were festooned with buttons, stickers and posters opposing the two-tier and contracting proposals. Members of the bargaining committee spent countless hours in the field explaining what was at stake, and enlisted 130 onsite volunteers to help carry the union's message to every corner of PG&E.

When it came time to sit down to bargain on Sept. 9, a massive banner against contracting out and two-tier wages hung directly behind the

*Continued on page 22*

**Kay Joy-Hardiman**  
Service Rep, San Jose  
Contact Center





union's bargaining committee. It sported the signatures of more than 2,300 IBEW members, most of them Clerical.

Two-tier and contracting out came off the table almost immediately when it became clear that the union wouldn't discuss anything else until these threats to job security were withdrawn.

Talks were temporarily derailed by the

tragic gas explosion in San Bruno, but resumed in late September with both sides determined to reach agreement by the end of October. As always, there was give and take, and some heartburn along the way.

The company insisted on establishing a new entry-level classification and lower starting wages for future Clerical hires. This means that future Service Reps will start at a lower wage, but will

still automatically progress to the top Service Rep rate. The company pushed for a wage progression of seven years, but the union pushed back and was able to whittle that back to 54 months.

The four-year agreement, if ratified, creates an opportunity to get the Clerical contract back in synch with the Physical contract. If Physical negotiations next year produce the typical three-year agreement, both agreements

would term out at the end of 2014.

The full text of the Clerical Tentative Agreement will be mailed to members along with ballots on Nov. 22. The text will also be posted on the union's website at [www.ibew1245.com](http://www.ibew1245.com).

Ballots will be counted beginning 10 a.m. on Dec. 14. Any ballots received after that time will not count—so be sure to complete your ballot and get it in the mail early.

## Getting an agreement: some statistics

This tentative agreement didn't happen by accident. It wasn't left under the Christmas tree by the company. It was only possible through a tremendous effort by Clerical members throughout the PG&E system, whose actions strengthened the hand of the union's bargaining committee. Here is a snapshot of the campaign, by the numbers:

Clerical members on Clerical bargaining committee: **9**

IBEW Local 1245 staff members on committee: **5**

Drop-in sessions for members to discuss issues, prior to submission of proposals: **41**

Proposals submitted by members: **2,181**

On-Site Volunteers who helped get the word out through buttons, stickers, posters, etc.: **130**

Members who signed the Clerical Petition Opposing Two-Tier and Contracting: **2,369**

Number of PG&E customers professionally surveyed for their views of PG&E employees: **500**

Percentage of surveyed customers who held positive view of CSRs: **77%**

Number of religious leaders offering support for IBEW Clerical bargaining committee: **75**

Number of representatives of Commissions on Status of Women (in various northern California cities) offering support for IBEW Clerical bargaining committee: **10**

Number of Central Labor Councils offering support for IBEW Clerical bargaining committee: **20**

Number of flyers distributed: **18,000**

Number of mugs/stickers/buttons/posters distributed: **17,000**

Number of field visits scheduled to discuss Tentative Agreement with members: **35**

Number of "Yes" votes need to ratify agreement: **50% + 1**

Number of seconds it takes to mark your ballot: **2**



Negotiators for Local 1245 and PG&E during marathon 13-hour negotiating session in early October.



Make sure the union has your current home mailing address so that you will be sure to receive your ballot in a timely manner. Update your address on line by going to [www.IBEW1245.com](http://www.IBEW1245.com) and clicking on "change address" in the far right hand column under "OUR UNION."







Showing their support in Santa Cruz are, standing, from left: Operating Clerks Mario Moise, Steve Marler, Cheryl Webster, and Tim Davis. Seated, from left: Operating Clerks Bonnie Vogt and Robin Tidwell.



Michael Moore, Service Rep and on-site volunteer, Sacramento Contact Center



Onsite volunteer Lynn Flavin, SSR1, San Jose Contact Center



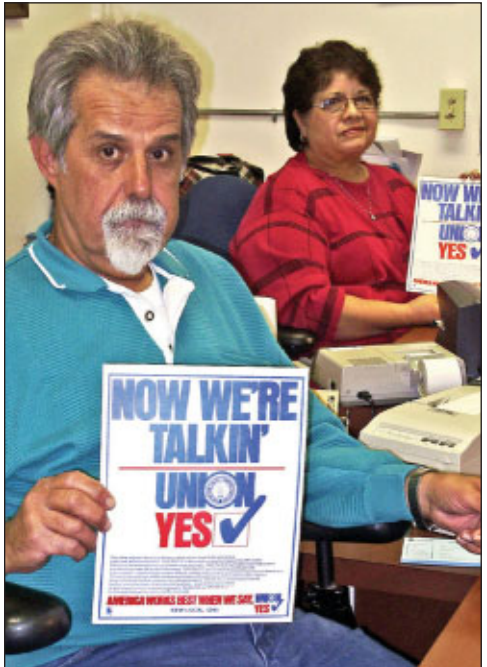
Angela Gumban, Service Rep, Sacramento Contact Center



Jerris Robinson, Service Rep, Sacramento Contact Center



Jennifer Maldonado, Service Rep, Sacramento Contact Center



David Miguel and Mary Montoya, Hollister



Tiffany Nelson, Service Rep, Sacramento Contact Center



Joy Jones, Capitola



Jennifer Bates, Moss Landing